

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: June, 22, 2004

Locator No: OSER-0039-CLR/LR/PP

Subject: Information to Process FY 2004-2005 General Wage Adjustments and Lump Sum Payments, Market Adjustments, and Supplemental Pay Amounts for Employees in Professional Patient Treatment Bargaining Unit

This information is provided to assist appointing authorities in determining the FY 2004-05 General Wage Adjustments and associated lump sum payments, market adjustments, and supplemental pay amounts in the 2003-05 Agreement between the State and the Wisconsin Physician and Dentist Association (WPDA). These wage adjustments are granted in accordance with Article XI, Sections 3 and 8 of the 2003-2005 Agreement and are effective on June 27, 2004 and December 26, 2004.

The supplemental pay schedule increases for board certification and board certification eligibility are described in Section VI of this bulletin.

SECTION I. COVERAGE UNDER THIS BULLETIN

The information in this bulletin applies to classified permanent employees (**Employment Types 01, 02 and 06**) in positions allocated to classifications in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**).

SECTION II. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPDA Agreement, multiple pay adjustments with the same effective date will be applied in the following order:

Use the FY 2003-2004 pay schedule 10 (Attachment A.I.) for adjustments 1 through 9 on June 27, 2004:

1. Completion of the first 6 months of a probationary/trial period adjustment;
2. Reallocation/regrade adjustment;
3. Reclassification/regrade adjustment;
4. Promotion/upward movement adjustment;
5. Demotion/downward movement adjustment;
6. Transfer/lateral movement adjustment;
7. Reinstatement;
8. Restoration;
9. FY 2004-05 Adjustments as set forth in the following order as shown in the bulletin.
10. Implementation of the FY 2004-2005 Pay Schedule (Attachment A.II.)
11. Supplemental Pay Schedule for FY 2004-2005 Implementation (Section IV)
12. Establishment of a raised minimum rate (RMR);
13. Original appointment.

SECTION III. FY 2004-2005 GENERAL WAGE ADJUSTMENT (GWA) IMPLEMENTATION

- A. Effective Date.** The wage increases described in this section are effective on June 27, 2004, and will be applied in the order set forth below.
- B. Eligibility.** Except for employees specified under C. below, all permanent employees (**employment types 01, 02, and 06**) in pay status on June 27, 2004, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) are eligible to receive the GWA as provided under D., below.
- C. Ineligibility.** Employees who are serving the first six months of an original probationary period on June 27, 2004, are not eligible to receive the GWA.
- D. Amount.**
- 1. GWA of 1.0%, plus \$0.10 per hour.** Eligible employees will receive a base pay adjustment equal to 1.0% of their current base pay rate, plus \$0.100 per hour, subject to the pay range maximum found in Attachment A.II of this bulletin.
 - 2. Annualized Wage Payment for the 1.0%, plus \$0.10 per hour GWA.** Eligible employees will be granted Annualized GWA Payments as follows:
 - a.** Employees who receive wage adjustments under D.1., above, of less than 1.0% of their base pay rate, plus \$0.10 per hour, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 1.0% of the employee's base pay rate prior to the wage adjustments plus \$0.10, and the amount the employee actually received, multiplied by 2088.
 - b.** Employees who receive no wage adjustment under D.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 1.0% of the employee's base pay rate, plus \$0.10 per hour, multiplied by 2088.
 - c.** The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on June 27, 2004.
 - d.** Employees who are not in pay status on the effective date of the Annualized GWA Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2003-05 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible.

SECTION IV. \$250.00 GENERAL WAGE LUMP SUM PAYMENT EFFECTIVE JUNE 27, 2004

All employee's in pay status on June 27, 2004, will receive a GWA lump sum payment of \$250.00, pro-rated based on the employees budgeted FTE on June 27, 2004.

SECTION V. IMPLEMENTATION OF THE FY 2004-2005 PAY SCHEDULE 10 (Attachment A.II) EFFECTIVE JUNE 27, 2004

The FY 2004-2005 Pay Schedule 10, effective June 27, 2004, in Attachment A.II. is implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

Note: Any project employee (**employment type 05**) in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay range, if necessary.

SECTION VI. IMPLEMENTATION OF FY 2004-2005 SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY

- A. Eligibility.** The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility is effective June 27, 2004, and is provided below. Refer to Article XI, Section 8, of the 2003-2005 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of June 27, 2004, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.
- B. Amount.** The following are the supplemental pay amounts for board certification effective June 27, 2004:

**Schedule of Supplemental Pay Amounts
for Board Certification and Board Certification Eligibility**

Classification (Pay Range)	FY 2004-2005 Effective June 27, 2004	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - \$5.73/hr.	\$8.58 - \$17.34/hr.
Psychiatrist (10-52)	NTE - \$6.26/hr.	\$9.46 - \$18.74/hr.

SECTION VII. DENTIST MARKET ADJUSTMENT EFFECTIVE DECEMBER 26, 2004

Eligibility. All permanent employees (**employment types 01, 02, 05, and 06**) in pay status on December 26, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) assigned to the Dentist (32200) classification are eligible to receive a market adjustment to a minimum base pay rate of \$58.000 per hour, or retain their current base pay rate, whichever is greater.

SECTION VIII. COMPRESSION MARKET STRATIFICATION ADJUSTMENT EFFECTIVE DECEMBER 26, 2004

- A. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status on December 26, 2004, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) assigned to either the Physician (31210) or Psychiatrist (31310) classification are eligible to receive the market stratification adjustment as shown in the table in B. below:
- B. Amount.** Each eligible employee's base pay rate will be increased by the applicable amount specified on the seniority stratification tables provided below. The amount of an employee's adjustment is based on the employee's full years of state service seniority as of June 30, 2004.

Market Stratification Effective December 26, 2004	Physician (31210)& Psychiatrist (31310) Classifications
Full Years of State Service Seniority as of June 30, 2004	Hourly Adjustment Amount
0 through 4 years	\$.500
5 through 9 years	\$.600
10 through 14 years	\$.700
15 through 19 years	\$.750
20 or more years	\$.850

**SECTION IX. FY 2004-2005 DENTAL/ORAL SURGEON MARKET ADJUSTMENT
EFFECTIVE DECEMBER 26, 2004**

- A. Effective Date.** The market adjustment described in this section is effective December 26, 2004.
- B. Eligibility.** All permanent employees (**employment types 01, 02, 05, and 06**) in pay status in the Dentist Classification (32300) on December 26, 2004, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) **who have oral surgeon work duties in their position description** are eligible to receive the market adjustment as provided under C., below.
- C. Amount.** Eligible employees will have their base pay rate increased to \$63.00 per hour, or receive the employee's current rate of pay, whichever is greater.

**SECTION X. IMPLEMENTATION OF THE FY 2004-2005 PAY SCHEDULE 10 (Attachment
AIII) EFFECTIVE December 26, 2004**

The FY 2004-2005 Pay Schedule 10, effective December 26, 2004, in Attachment A III. is implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum rate of the applicable pay range will have his or her base pay rate adjusted upward to the new range minimum.

Note: Any project employee (**employment type 05**) in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay range, if necessary.

SECTION XI. REFERRAL OF QUESTIONS**Employee Questions :**

Employees with questions regarding their base pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions :

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Lynn Maulbetsch by phone at (608) 267-5164, by e-mail at lynn.maulbetsch@osер.state.wi.us.

Employer questions regarding *all other contract provisions* should be directed to Jill Thomas by phone at (608) 266-6435; or via e-mail at barbarajill.thomas@osер.state.wi.us

Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

DOA Central Payroll: Shelley Schwartz (608) 264-9571.

James A. Pankratz, Administrator
Division of Compensation and Labor Relations

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Attachment A: Pay Schedules 10 (FY 2003-04, and FY 2004-2005 effective June 27, 2004 and December 26, 2004).

ATTACHMENT A

I. Pay Schedule 10
Patient Treatment

FY 2003-2004

(Effective through June 26, 2004)

<u>Classification</u>	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>
Dentist and Optometrist (10-50)	\$ 47.048	\$ 61.162	\$ 75.276	\$ 1.411
Physician (10-51)	\$ 57.503	\$ 74.753	\$ 92.004	\$ 1.725
Psychiatrist (10-52)	\$ 62.730	\$ 81.549	\$ 100.368	\$ 1.882

II. Pay Schedule 10
Patient Treatment

FY 2004-2005

(Effective June 27, 2004 through December 25, 2004)

<u>Classification</u>	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>
Dentist and Optometrist (10-50)	\$ 47.519	\$ 61.775	\$ 76.031	\$ 1.426
Physician (10-51)	\$ 58.079	\$ 75.503	\$ 92.927	\$ 1.742
Psychiatrist (10-52)	\$ 63.358	\$ 82.366	\$ 101.373	\$ 1.901

III. Pay Schedule 10
Patient Treatment

FY 2004-2005

(Effective December 26, 2004 through June 30, 2005)

<u>Classification</u>	<u>Range</u> <u>Minimum</u>	<u>Appt.</u> <u>Minimum</u>	<u>Appt.</u> <u>Maximum</u>	<u>Range</u> <u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>
Dentist (10-50)	\$ 53.176	\$ 58.000	\$ 69.129	\$85.082	\$1.595
Optometrist (10-50)	\$ 53.176		\$ 69.129	\$85.082	\$1.595
Physician (10-51)	\$ 58.079		\$ 75.503	\$ 92.927	\$1.742
Psychiatrist (10-52)	\$ 63.358		\$ 82.366	\$ 101.373	\$ 1.901